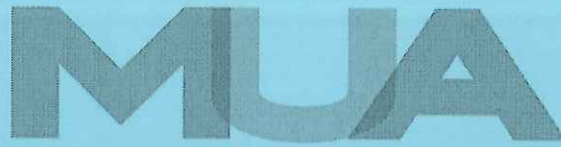


The
Management
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UNDERGRADUATE UNIVERSITY EXAMINATIONS

SCHOOL OF MANAGEMENT AND LEADERSHIP

DEGREE OF BACHELOR OF MANAGEMENT AND
LEADERSHIP/BACHELOR OF COMMERCE

HRM 401/HRM 421 : INTERNATIONAL HUMAN RESOURCES
MANAGEMENT

DATE: 6TH DECEMBER 2016

DURATION: 2 HOURS

MAXIMUM MARKS: 70

INSTRUCTIONS:

1. Write your registration number on the answer booklet.
2. **DO NOT** write on this question paper.
3. This paper contains **SIX (6)** questions.
4. Question **ONE** is compulsory.
5. Answer any other **THREE** questions.
6. Question **ONE** carries **25 MARKS** and the rest carry **15 MARKS** each.

7. Write all your answers in the Examination answer booklet provided.

QUESTION ONE

Read the Case Study below carefully and answer the questions that follow:

In the middle of last year, Diana Ross was transferred from the UN headquarters in New York to be the HR at Gilgil office in Nairobi. She is responsible for the Human resource activities and a workforce of twenty employees majority of which are married. Also this workforce is composed of staff of all nationalities and serving the first time in Kenya.

Last month, three of the employees were seriously injured in an explosion in a shopping complex and one of them lost his life after three days hospitalization at the intensive care unit. While the rest are still under critical conditions and require specialized treatment overseas.

Recently, Mary joined the team from Juba and has two school going children who have been attending international schools. Apart from the children challenge of school, Mary is going through a traumatic experience due to her husband refusal to relocate to Kenya due to insecurity

Required;

- a) As a HR Consultant, give advice to Diana on how to deal with Mary situation (5 Marks)
- b) State any two complexities of IHRM (5 Marks)
- c) Discuss any five complexities featured in this write up (15 marks)

QUESTION 2

Explain the meaning of the following terms;

- a) IHRM (3 Marks)
- b) Expatriate (3 Marks)
- c) Polycentric staffing Approach (3 Marks)
- d) Multinational Corporation (3 Marks)
- e) Culture shock (3Marks)

QUESTION 3

- a) Give five ways in which the practice of HRM in the international context is different from its domestic counterpart (10 Marks)
- b) Highlight five objectives of IHRM (5 Marks)

QUESTION 4

- a) At the expiry of their assignment abroad, expatriates are expected to return home. Explain the main difficulties during re-entry (10 Marks)
- b) Discuss five uses of international human resource policies (5 marks)

QUESTION 5

- a) As a human resource manager, explain how you would support the repatriation process. Explain five responsibilities of the expatriate manager in ensuring a successful repatriation process (10 Marks)
- b) Highlight five elements of a good mentoring system for international assignees. (5 marks)

QUESTION 6

- a) Evaluate five objectives of expatriate compensation system (10 Marks)
- b) Explain the rationale for involving spouse and families of the expatriates during the selection process (5 Marks)